

1998 Teaching & Learning Symposium

Edward "Chip" Anderson

Dr. Edward "Chip" Anderson holds a B.A. from Pasadena College in speech and history, an M.A. from Pasadena College in adult education and a Ph.D. from U.C.L.A. in psychological counseling.

As instructor and program coordinator in counseling psychology, Dr. Anderson coordinates doctoral student admission and practicum placement, and has developed a joint doctoral program in At-Risk Prevention and Intervention. In addition, he remains active in the classroom by teaching three graduate courses and five undergraduate courses.

Charles E. Glassick

Dr. Charles E. Glassick is senior associate of the Carnegie Foundation for the Advancement of Teaching.

From 1991 to 1995, Glassick was president of the Robert W. Woodruff Arts Center in Atlanta. From 1977 to 1989 he served as the eleventh president of Gettysburg College; during that time, he was named in a national survey as one of the 100 "most effective college presidents" in the country.

He received his bachelors degree from Franklin and Marshall College (Pa.). He earned his masters and doctorate at Princeton.

Shirley M. McBay

Dr. Shirley McBay, president of the Quality Education for Minorities (QEM) Network, has served as dean for student affairs at the Massachusetts Institute of Technology (MIT) and as director of the QEM Project which produced the 1990 report: *Education That Works: An Action Plan for the Education of Minorities*.

She received the B.A. degree summa cum laude at age 19; master's degrees in chemistry and mathematics from Atlanta University and a Ph.D. from the University of Georgia. She holds two honorary degrees as well.

Richard James Varn

Dr. Richard J. Varn is director of information technology production services for the University of Northern Iowa, responsible for support and management of multimedia production, distance learning technology, satellite uplink and downlink, imaging, graphic design, photography, video conferencing, campus video networking and distribution, audio and video production, interactive and multimedia classroom design, instructional design, and courseware production.

He earned the B.A. and Juris Doctorate from the University of Iowa.

October 29-30, featuring these keynote speakers

The Alabama College Association Journal is a publication of the Alabama College Association.

EXECUTIVE COMMITTEE

Dr. Brenda J. Kennedy
President

Dr. Mike Bailey
First Vice President/President Elect

Dr. Nancy W. Chandler
Second Vice President

Dr. Linda Hooton
Treasurer

Dr. Martha Allen
Immediate Past President

EX-OFFICIO OFFICERS

Mr. Roger Chandler
Door Prizes Coordinator

Dr. Gary Branch
Entertainment Chair

Dr. Terry Hazzard
Entertainment Vice-Chair

Dr. Jim Thompson
Evaluation Coordinator

Dr. Jim Krudop
Executive Assistant to the President

Dr. Perry Ward
Executive Assistant to the President

Mr. Maurice Moore
Facility Assignment Coordinator

Ms. Marthanne Brown
Food Services Coordinator

Ms. Betty Marks
Historian/Registration Coordinator

Ms. Connie Branch
Parliamentarian

Ms. Barbara Anne Spears
Publications Officer

Ms. Marilyn Webb
Secretary

Ms. Deborah Schaus
Vendors Coordinator

Rep. Betty Carol Graham
Legislative Chair

Dr. Ulysses McBride
Legislative Vice-Chair

Mr. John Reutter, III
Teaching & Learning Chair

Mr. Mark Shope
Administration Chair

Mr. John Fergus
Administration Vice-Chair

Mr. Randall Cox
Faculty Chair

Ms. Lynn Newell
Faculty Vice-Chair

Ms. Sundra S. Smith
Students Chair

Dr. Frederick E. Williams
Students Vice-Chair

Ms. Janie Balams
Support Chair

Ms. Joan Hall
Support Vice-Chair

EX-OFFICIO MEMBERS

Dr. Larry Beaty
Presidents' Representative

Dr. Jorge Kuzmicic
Postsecondary Representative

Ms. Brenda Carter
ACHE Representative

1998 Teaching & Learning Symposium

Thursday

8:00 - 6:15 p.m.

Registration/Exhibits Open

Will remain open throughout the conference

Pre-registration: \$65 On-site: \$80

(all meals and reception included)

Session I -- General Assembly

Welcome -- Dr. Fred Gainous/Introductions

Entertainment -- Juliette Arrington

Keynote -- Dr. "Chip" Anderson (UCLA)

"Teaching Students How to Learn"/Cash Door Prizes

Break/Refreshments

Session II -- Workshops

Luncheon

Entertainment -- Bevill State Jazz Ensemble

Keynote -- Dr. Shirley McBay (QEM Network)

"Preparing Faculty and Students to Meet 21st Century Standards"

Session III -- Workshops

Break/Refreshments

Session IV -- Workshops

Break/Refreshments

Session V -- Workshops

Registration Open/Visit with Exhibitors

Reception

Entertainment -- Bishop State Jazz Ensemble

Dinner

Transition Music -- Bishop State Jazz Ensemble

Entertainment -- Faulkner Choral Group

Evening Speaker -- Dr. Charles E. Glassick (Carnegie Foundation for the Advancement of Teaching)

Remarks by State Board Members

Announcements and Door Prizes

Friday

8:00 - 8:45 a.m.

Registration/Exhibits open until closing

Entertainment -- Calhoun Dixieland Band/Refreshments

Session VI -- Workshops

Break/Refreshments

Session VII -- Workshops

Break/Refreshments

11:45 a.m. - 1:30 p.m. Luncheon

Entertainment -- special composition with

Teaching & Learning theme

Speaker -- Dr. Richard Varn (University of N. Iowa)

"Technology to Support Learning"/Door Prizes

Adjourn

1:30 p.m.

How it all started ...

T&L Symposium grew from T&L Initiative

The Alabama College System Teaching & Learning Initiative was established to create a climate for effective teaching and learning by developing systemwide activities and practices through broad-based involvement of faculty and administrators. The System has integrated into its official academic calendar an annual statewide Teaching & Learning Symposium and has developed five exemplary teaching and learning models: the Master Teacher Concept, Faculty-to-Faculty Mentoring, Faculty Evaluation, Professional Development and Outcome Measurements. This was accomplished with grants from the Department of Postsecondary Education, the Presidents Association, the Instructional Officers Association, the Deans of Student Affairs Association, the Financial Management Association, and the Alabama College Association. System faculty and staff have participated in the development of this initiative; in the past three years, meaningful and productive activities have been centered around the value and quality of teaching and learning.

In the fall of 1996, Dr. Fred Gainous, chancellor, met with Dr. Jorge Kuzmicic and Dr. Ed Meadows to discuss his vision for this initiative and to assist in developing a process to accomplish this vision. Gainous saw a need for a systemwide Symposium to address the values associated with quality teaching and learning, and to identify exemplary teaching and learning practices.

To assure broad-based involvement, faculty recipients of the 1995 Chancellor's Awards were invited to attend a planning retreat to develop draft value and quality statements on teaching and learning and to develop a list of exemplary teaching and learning prac-

tices. Kuzmicic and Meadows, assisted by Dr. Eva Sasser, planned and coordinated the retreat. Ms. Joyce Whitt Gossum, of Whitt-Gossum Consultants, Inc. was employed to facilitate the development of the draft value and quality statements. Fifty-four System faculty members attended; from this group emerged volunteers who assisted in the planning and implementation of the first Teaching and Learning Symposium.

On April 22-23, 1996, the first Teaching and Learning Symposium was held in Birmingham. Dr. Terry O'Banion, Executive Director of the League for Innovation in the Community Colleges, and Ms. Mardee Jenrette, Director of The Teaching Learning Enterprise, Miami-Dade Community College, spoke to more than 325 personnel representing every college in The Alabama College System. From this symposium came the final version of the System's value and quality statements and a list of exemplary teaching and learning practices which ultimately led to the development of exemplary models of teaching and learning.

Volunteers were sought to serve on committees to develop recommendations to support excellence in teaching and learning. These committees spent a year researching the master teacher concept, faculty-to-faculty mentoring, faculty evaluation, professional development, and outcome measurements. The results provided the theme for the second Teaching & Learning Symposium.

The planning committee was composed of committee chairs and co-chairs who met with Kuzmicic, Sasser and Meadows to finalize models to be presented at the Symposium. Members included Mary M. Bolden, Randall Cox, Jane Floyd, Mike Kennamer, Tom Kirk,

Susan Lockwood, Grace McWhorter, Lynn Newell, John Reutter and Wilma Quarker Smith.

Last year the ACA Executive Board accepted responsibility for the Teaching & Learning Symposium and agreed to manage the conference, which continues to be planned by a faculty committee. John Reutter is the current chair. The transition of the Teaching & Learning Symposium under the umbrella of ACA was accomplished when Dr. Martha Allen, 1997 ACA President, appointed a special committee, chaired by Dr. Jim Krudop, to revise the ACA constitution and by-laws.

The Alabama Teaching and Learning Initiative has been presented at two national conferences, the AACC 1998 Annual Conference and NISOD 1998 Annual Conference. The Chancellor has appointed a task force to recommend policy and procedures for implementing the five exemplary models and establishing The Alabama College System Academy of Excellence in Teaching.

The Alabama College System Teaching & Learning Symposium provides an opportunity for two-year colleges to showcase exemplary practices that enhance student and faculty success in teaching and learning. Adoption of these exemplary practices enhances excellence in teaching and learning systemwide. Broad-based involvement of faculty, administrators and staff enhances the climate for excellence in teaching and learning and ensures the success of the Teaching & Learning Initiative.

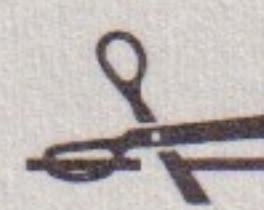
The systemwide approach to the implementation of exemplary teaching and learning models establishes a model which may be adopted by other two-year college systems in preparing to meet the challenges of the 21st century.

**TEACHING & LEARNING SYMPOSIUM
PLANNING COMMITTEE**

John Reutter
Chair
Ms. Guyanne Drew Baker
Mr. Marland Bice
Ms. Mary Bolden
Mr. Hubert Brown
Mr. Kelvin Brown
Mr. Jim Burchett
Mr. Edward Bushaw
Ms. Caroll Byrd
Dr. David Campbell
Dr. Nancy Chandler
Dr. Bill Counce
Mr. Randall Cox
Ms. Sherry Crabtree
Dr. Mike Daniel
Ms. Jan Davidson
Ms. Margaret Denton
Ms. Margie Filipowski
Ms. Jane Floyd
Ms. Beth Gray
Ms. Gloria Gregory
Mr. Bruce Hall
Ms. Melinda Hankins
Ms. Betty Hardin
Ms. June Hester
Ms. Judy Lay House
Mr. Jim Hughes
Dr. Fletcher Hyde
Ms. Bertha James
Dr. James Jolly
Mr. Alfred Jones
Mr. Michael Kennamer
Dr. Brenda Kennedy
Ms. Sharon Kilcrease
Mr. Tom Kirk
Dr. Jim Krudop
Dr. Jorge Kuzmicic
Mr. Charles Lake
Ms. Mary Beth Lancaster
Ms. Susan Lockwood
Dr. Ben Martin
Ms. Jeanette Martin
Dr. Jerre Lu Mason
Mr. Joe McMillian
Dr. Grace McWhorter
Dr. Ed Meadows
Ms. Lurlene Mencer
Ms. Wanda Motes
Mr. Henry Nance
Ms. Lynn Newell
Ms. Beryl Odom
Ms. Margaret Osborn
Mr. Bill Provin
Mr. Clifford Ray
Mr. Connie Rye
Dr. Eva Sasser
Mr. Humphrey Shuford
Ms. Tomesa Smith
Ms. Wilma Quarker-Smith
Ms. Mary Q. Taylor
Mr. Bruce Tenison
Dr. Jean Thompson
Mr. Anthony Turner
Ms. Linda Wallace
Mr. John Waters
Ms. Maria Willis

How to register

Prepare to attend the
1998 Teaching & Learning Symposium
October 29-30
Sheraton Civic Center Hotel

 ----- Registration Form -----

The Alabama College Association
Teaching & Learning Commission
1998 Faculty Symposium

Early Registration Fee - \$65

(by Oct. 5, 1998)

Late Registration Fee - \$80

Please type or print:

Name: _____

Institution: _____

Phone: _____

Mail registration form and fees to:

Ms. Betty Marks
Athens State University
300 North Beaty Street
Athens, AL 35611
Phone: 256/233-8242

Sheraton Civic Center

HOTEL

\$80

Special rates provided for the Alabama College Association
Teaching & Learning Symposium

Reservation cut-off date is October 5, 1998

- ❖ Located conveniently off I-20/I-59
- ❖ Connected to the newly expanded Birmingham-Jefferson Civic Center by an expansive glass skywalk
- ❖ Features 770 guest rooms, including 51 suites with four presidential suites
- ❖ Conveniently located to such major attractions as the Birmingham Museum of Art, the Birmingham Civil Rights Museum, Botanical Gardens, and the Robert Trent Jones Golf Trail

Call (205) 324-5000 today to make your reservations
2101 Civic Center Boulevard, Birmingham, AL 35203

What's your interest?

1998 Teaching & Learning Symposium Plenary Sessions

Room Audience	Room F 40	Room E 90	Room D 150	Room L 100	Room J 100	Room I 55	Room M 200
TOPIC	<i>Hands-On Technology</i>	<i>Classroom Technology</i>	<i>Teaching Skills & Strategies</i>	<i>Exemplary Programs</i>	<i>Current Issues</i>	<i>Discipline-Specific</i>	<i>Chat Room</i>

Thursday

Session I 9:00 - 10:30			Dr. Chip Anderson				
Session II 10:45 - Noon	<i>Beginners Power Point</i> Carol Bates (Jeff. Davis)	<i>Successful Delivery of Courses via the Internet</i> Paul Hogan (NW Shoals)	<i>Transforming the Instit. into a Learning Ctr.</i> Dr. John Johnson (Ala Southern)	<i>Developmental Studies Using Trade-based Software</i> (Ingram State)	<i>Legal Issues Confronting Instructors</i> Renee Culverhouse (ADPE)	<i>Nursing Multi-Drug Resistant Organisms</i> Charlotte Denton	
Luncheon			Dr. Shirley McBay				
Session III 1:00 - 2:15	<i>Advanced Power Point Using the Internet</i> Carol Bates (Jeff. Davis)	<i>Using 3-D Software in Career Programs</i> Dr. Balaga (Lawson)	<i>Teaching & Learning Workshop</i> Dr. Chip Anderson	<i>Using the WWW for Instruction</i> Charles Cobb (Jeff. State)	<i>Dealing with HIV and Blood-borne Pathogens in the Classroom</i> P. Yeargin RN	<i>Computer Imaging Applications in Cosmetology</i> Sandra Bowman	
Session IV 2:30 - 3:45	<i>Internet Smarts</i> (MacArthur Faculty)	<i>College by CD BIO 103</i> Jimmy Duke/ John Russell (Calhoun)	<i>Teaching & Learning Workshop</i> Dr. Chip Anderson	<i>Workforce Development</i> (Wallace Dothan, Ayers, Calhoun)	<i>Semester Conversion Update</i> Dr. Jorge Kuzmicic (ADPE)	<i>Technology in Nursing</i> Lynn Norman	
Session V 4:00 - 5:15	<i>CAI in English, Math, & Career Programs</i> (Wallace Selma)	<i>A Guided Tour to Going Online in the Liberal Arts</i> (Central Ala.)	<i>Integrating Learning Styles into Teaching Process</i> Terry Woodall Ann Clanton (Ala. Southern)	<i>Partnerships to Enhance Learning</i> Lamar Hudson Steve Glass Eva Carter	<i>Developmental Studies Panel</i> Molly Misko S. Millender Beth Gray	<i>EMS Today</i> S. Kennedy Russell Crowley ADPH/EMS Div.	
Dinner			Dr. Richard Glassick				

Friday

Session VI 8:45 - 10:00	<i>Beginners Power Point</i> Jill Christopher (NW Shoals)	<i>Technology in Classroom: Help or Hindrance?</i> Dr. Richard Varn	<i>Positive Teaching Behaviors</i> (Wallace Selma Faculty)	<i>Becoming a Master Teacher</i>	<i>Planning for Technology</i> C.T. Wilson (NW Shoals & Ala. Southern)	<i>Multimedia in Bus. & Computer Science</i> Jack Nutter	
Session VII 10:15 - 11:30	<i>Internet/Instructional Resources</i> Diane Crabtree (Faulkner)	<i>Integrating Technology into the Classroom</i> Dr. Richard Varn	<i>Guaranteeing Quality: Learning Paradigm</i> Dr. J. Johnson (Ala. Southern)	<i>Technology in the Music Classroom</i> Spears/Spencer (Lawson State)	<i>Retirement Planning</i> (RSA Rep.)	<i>Changing Face of Health Professional Ed.</i> Barbara McCant	
Lunch		Dr. Richard Varn					

Alabama faculty attend the Virginia Master Teacher Seminar

The Alabama College System's Teaching & Learning Initiative is gaining momentum. The emphasis on improving the classroom experience for students continues to be the critical motivating factor in the development of the five models, implementation of the Teaching & Learning Symposium, and recently, the attendance by Alabama faculty at the Virginia Master Teacher Seminar.

Nine of Alabama College System's faculty members recently attended this diverse seminar in Farmville, Va., on the campus of beautiful Hampden-Sydney College, the 10th oldest campus in the U.S., in July. The week-long experience was both challenging and refreshing, presenting faculty with innovative new ideas and an opportunity to network. The foundation of the seminar is Roger Garrison's concept that "the highest form of professional development is networking with your peers." Midnight tours, personal interest classes and demonstration sessions were highlights of the seminar. Dr. Terry Whisenant, director of the Master Teacher seminar, is presently planning a similar experience in Alabama next year for interested faculty.

Participants in the Master Teacher Seminar were David Campbell, Jane Floyd, Mike Kennamer, Tom Kirk, Susan Lockwood, Grace McWhorter, Lynn Newell, Wilma Quarker-Smith, and John Reutter.

Conference focuses on collaboration

The Council for Alabama Resource Development (CARD) summer conference was held in Montgomery on Aug. 13-14. Keynote speaker for the event was Dr. Barbara Jones, director for institutional research and planning at Northwest Mississippi Community College.

Jones addressed critical issues for Alabama's two-year college resource development personnel, including the value of collaboration and networking to more effectively compete for large

grants. She utilized interactive activities which provided participants with a bird's eye view of common problems associated with building an effective team to develop a project. A focus on communication via technology to improve the network between grantwriters and resource development officers was emphasized.

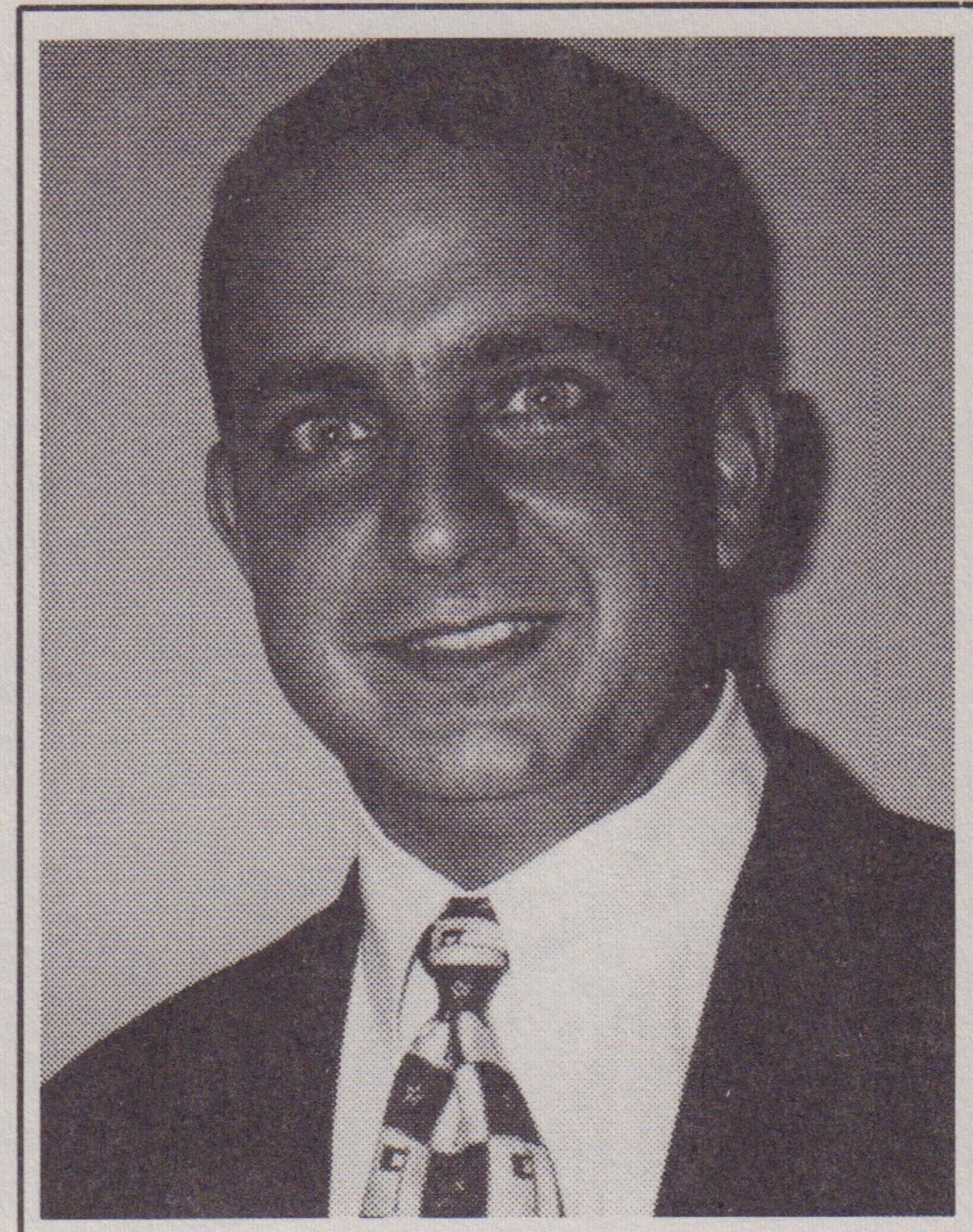
New officers were elected for the 1998-99 year: Clement Howton, president; Lynn Newell, vice president; and Joree Jones, secretary/treasurer.

Southern Union places America Reads tutors

Southern Union State Community College has answered U.S. President Bill Clinton's call to join the America Reads Challenge. The goal of the America Reads Challenge is for all children to be able to read well and independently by the end of the third grade. Southern Union is helping to reach this goal by placing college work study students and volunteers as tutors in local elementary schools.

Since the fall quarter of 1997, Southern Union has placed 19 work-study students and volunteers at elementary schools in Opelika, Wedowee and Wadley to tutor elementary students.

"The program has been a rewarding experience for our students as well as those they have tutored," said LuAnn Johnson, coordinator.



Sadie

New coach leads Trojan golf team

Central Alabama Community College announces the employment of Coach John Sadie as golf coach for the CACC Trojans, three-time NJCAA national champions. Sadie replaces long-time coach Maxie Boles.

"We had a very difficult task ... a tremendous task," said Larry Giangrosso, athletic director. "We didn't want the program to skip even one heartbeat. Coach Boles made it difficult because of his reputation and stature in the golf community."

Sadie comes to CACC from an eight-year career as golf coach of Huntingdon College, where his golfers earned two NAIA national championships in 1992 and 1994. Sadie coached 15 All-Americans and in eight years won seven regional championships.

"I am excited to be in a situation where there is this much support for the golf program and the school itself," Sadie said.

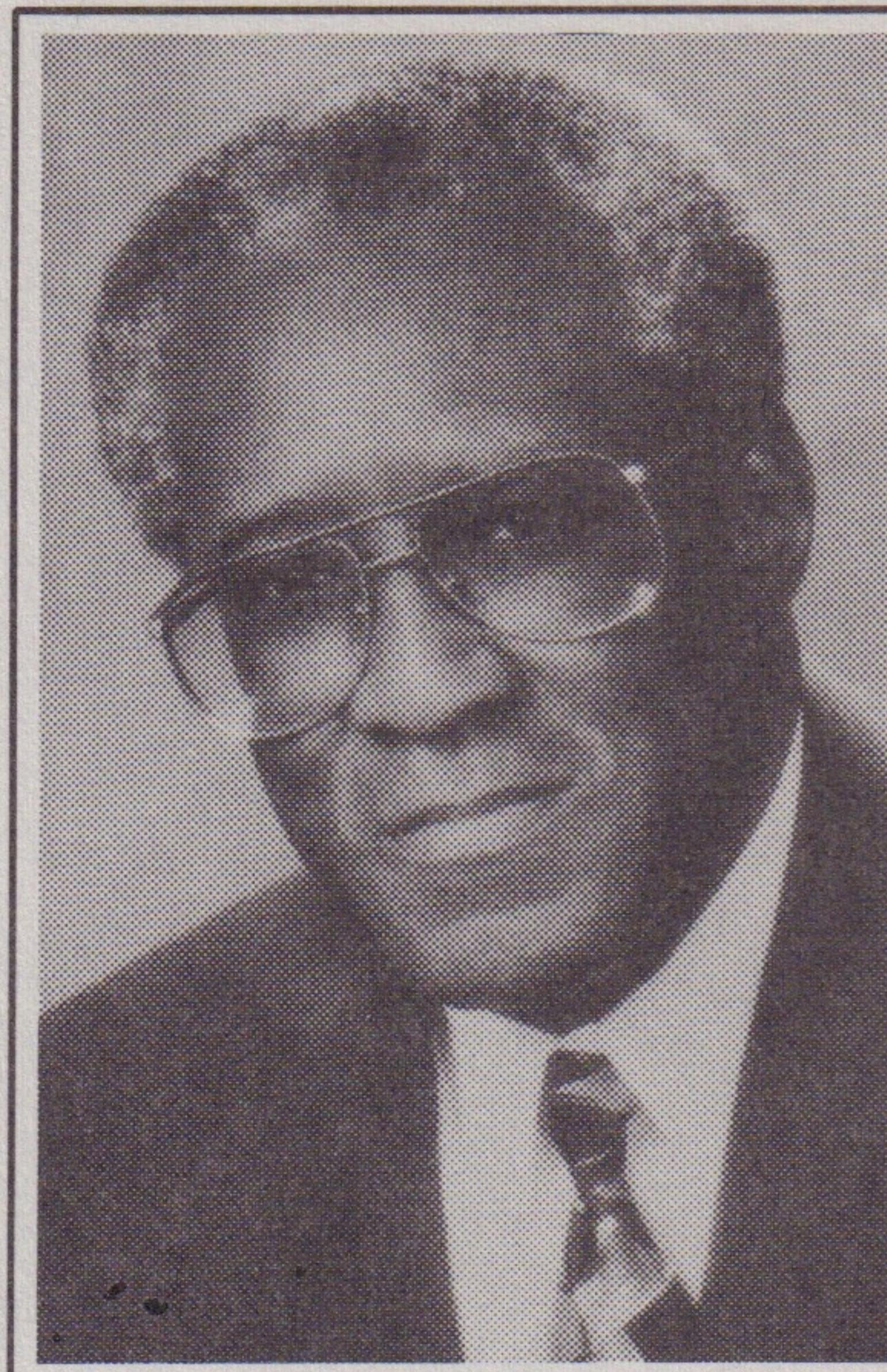
"Coach Boles has done an excellent job recruiting and this bunch will again be vying for another national championship."

Williams appointed interim president at Trenholm State

Dr. W. Clyde Williams was appointed interim president of H. Councill Trenholm State Technical College by Dr. Fred Gainous, chancellor, Alabama Department of Postsecondary Education, on July 21, 1998.

Williams has served as executive secretary, Christian Methodist Episcopal Church in Atlanta; founder and executive director, National Institute for Human Development, Inc.; president, Miles College, Birmingham; and associate general secretary, Consultation on Church Union, Princeton, N.J.

While president of Miles College, Williams was instrumental in the building of the Kirkendall Learning Resources Center. He established Miles College Law School and Life-Long Learning Center for Ministers and Christians and built the W. Clyde



Williams

Williams Apartments for Senior Citizens and Handicapped Persons in Fairfield. He also created and developed Miles College Eutaw Campus and purchased Miles College's first gymnasium.

He currently serves as pastor of First C.M.E. Church in Montgomery. He has presented numerous papers and has extensive participation in international conferences.

Williams holds a Ph.D. from the University of Alabama; a D.D. from Paine College, Augusta, Ga.; M.A. from Atlanta University; an M.R.E. from the Interdenominational Theological Center, Atlanta; a M.Div. from Howard University School of

Religion, Washington, D.C.; and an A.B. from Paine College.

East meets West Athens State history professor lectures in Poland

Dr. Douglas Wertsch, associate professor of history at Athens State, recently returned from Poland where he gave a series of lectures at the Institute of History at Jagiellonian University in Cracow. Jagiellonian is Poland's premier university which limits its enrollment to its country's top students.

"That's their Harvard," Wertsch said. "The Pope has even taught there."

Wertsch's invitation to lecture was purely by chance. He and his wife Mary Catherine, who speaks Polish fluently, were traveling in the country last year. While on a tour of the university, they learned that instead of a student, the institute's top administrator was their guide. A discussion ensued and before it was over Wertsch had an invitation to speak to the university's faculty and students. Faculty members told Wertsch he was the first American historian to be on the campus in nearly 150 years.

The lectures focused on philosophy and methodology regarding the writing of history. Poland, like many countries formerly under communist rule, has struggled with chronicling its past. For years, Polish historians were muzzled in their efforts to piece together the history of their nation.

"Marxism was the basis of all scholarship during the Communist Occupation and the Poles desire to catch up with Western developments in scholarship," Wertsch said.

"The average man on the street is very suspicious of history. In fact, the professional historian in Poland has a terrible reputation."

Wertsch found the faculty and students to have a great thirst for understanding American methodology in writing history. Identifying what sources to use and determining what sources are credible are vital to the historian.

"Europeans use a very philosophical approach to history while Americans tend to be more pragmatic," Wertsch said.

He lectured twice daily for 45 minutes. Attendance grew as did the number of questions regarding writing history.

"There really was a lot of amazement," said Wertsch. "While the average man is very suspicious of history, the college students don't view history as just lies."

Despite its former community occupation, Wertsch said there are similarities between American and Poland.

"Poles are a very religious people," said Wertsch.

"They want to vote, they want to read what they want to read and they want to go to church without the secret police reporting on them. They come from a tradition of freedom."



From left, Bailey, Smith, Stanley, Jackson, Corser, Folsom

Wallace State recognizes faculty

Wallace State-Hanceville recently held its second Faculty Appreciation and Awards Day in the Bailey Center Auditorium to acknowledge three instructors for their exemplary teaching performance. Dr. James C. Bailey, president, Dr. Jenny Folsom, dean of instruction, and Dr. Nancy Corser, assistant to the president for health education, were on hand to congratulate outstanding faculty for their recognition. Faculty members noted for excellence this year were Tomesa Smith of the Mathematics Department, who won the Outstanding Academic Faculty award; Donna Stanley of the Health Care Information Department, who won the Outstanding Allied Health Faculty award; and Donna Jackson, Commercial Foods and Nutrition Department, who won the Outstanding Technical Faculty Award.

Webmaster program approved by state

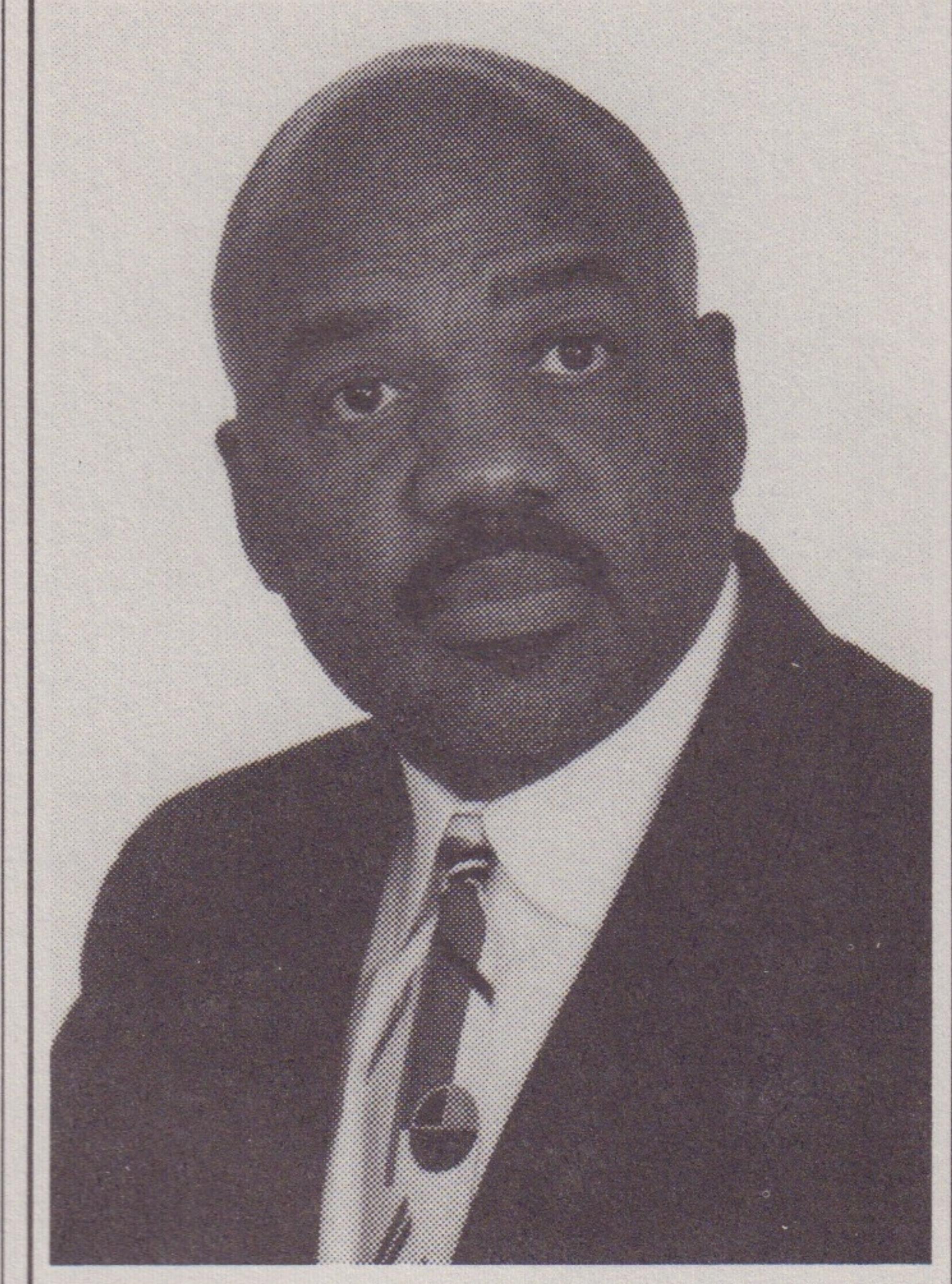
Shelton State Community College recently received notification from the Alabama Department of Postsecondary Education that the college's webmaster program has been reclassified as a 26-semester-hour certificate program effective Fall 1998-99.

This past spring the college offered three webmaster classes, according to Shelton President Tom Umphrey.

"As a certificate program," Umphrey said, "the college will now be able to present a formal award and certification to students who successfully complete the webmaster program. Since the

webmaster program will be part of the college's computer science curriculum, students will also have the option of using the webmaster as one of the courses leading to an associate in applied science degree.

The program provides students with the skills they will need to conceptualize and design web pages and publications. It will also provide them with the knowledge and skills they will need to author HTML documents, manipulate images, and construct and optimize graphics, image maps, sound, motion, forms and interface options for web pages.



Hazzard

Dean earns award

The Bishop State Community College Dean of Students was recently awarded the Ariel W. Holloway Award, given each year to honor an individual who exhibits excellence in the arts. Dr. Terry Hazzard was presented the award during the 28th annual festival of Culture in Black and White.

Hazzard has been an active participant in the arts in the Mobile community. An accomplished vocalist, he has shared the stage with recording artist and actor Lou Rawls and literary artist Rosco L. Brown.

The Ariel W. Holloway Award was established in memory of Ariel Holloway who was a co-founder of Culture in Black and White. She was supervisor of music for the Mobile County Public School System, an accomplished pianist and a published author.

Culture in Black and White is a training program in the arts which is designed to expose young people to various aspects of arts and culture. The program meets at Bishop State Community College on Saturdays and is affiliated with the Mobile Arts Council, Inc.

Calhoun announces appointment

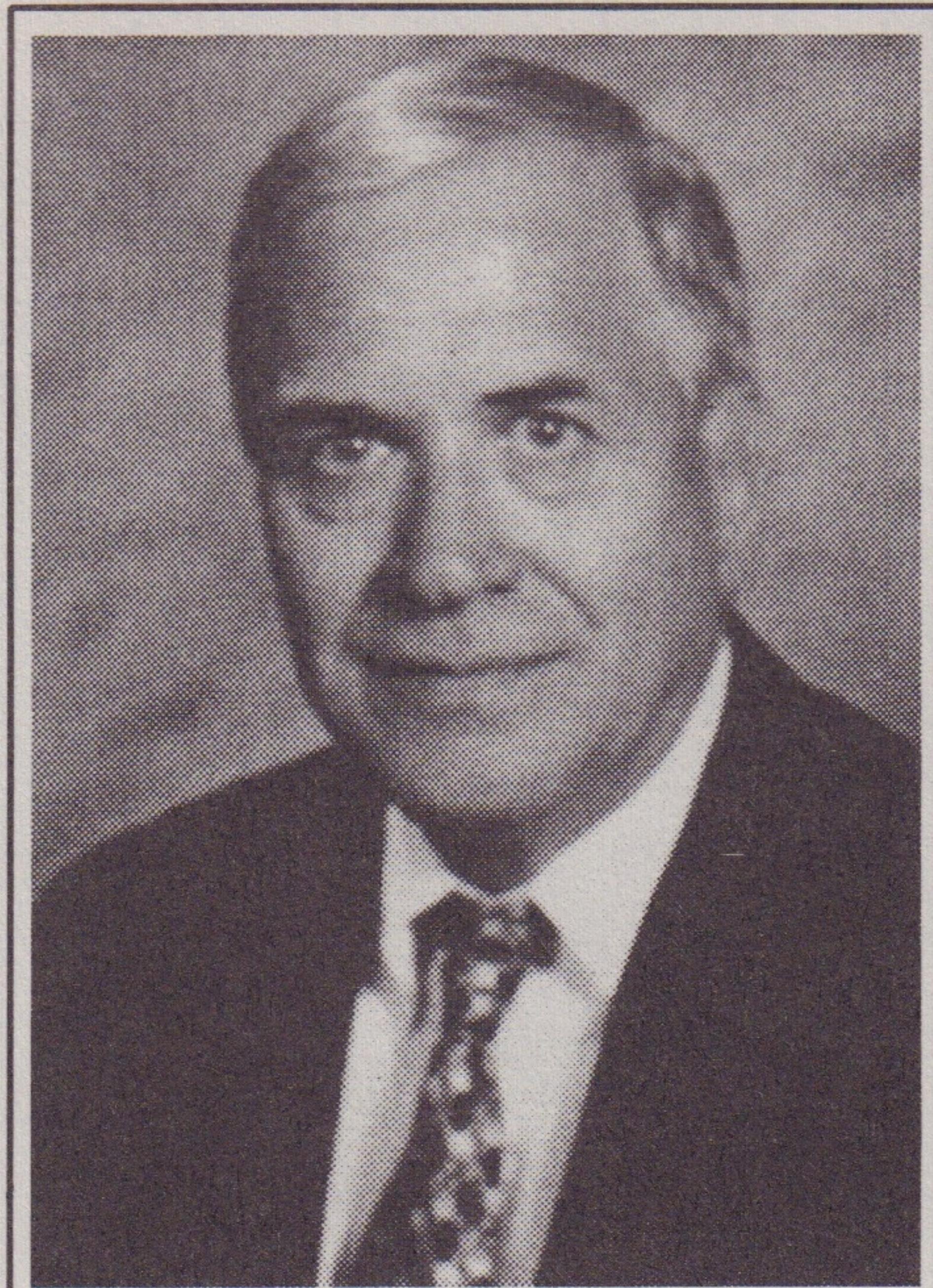
Dr. Richard Carpenter, Calhoun Community College president, has announced the appointment of Donald Davis as the college's new dean for business and finance. As an employee of Calhoun since 1983, Davis' selection came as the result of the resignation earlier this year of the college's former business and finance dean Thom Thies and following a nationwide search which saw more than 40 applicants for the position.

Most recently assistant dean of business operations/treasurer for Calhoun, Davis, a resident of Athens, Ala., has also served in other positions at the col-

lege, including director of physical plant and security, director of auxiliary services, interim director of human resources and interim dean of business operations.

In his new position, Davis will report directly to the president and will continue to serve as a member of the President's Cabinet.

Davis' responsibilities will include developing fiscal policy for the college; budget planning, control and reporting; financial accounting, payroll and business operations; and auxiliary enterprises such as the college bookstore, food services and vending operations.



Davis

Jefferson State and WorkKeys bridge gap in business

The effective performance of any job requires certain skill levels. Individuals who are already in the workforce often need additional training to keep pace with the changing workplace requirements. Many prospective employees have inadequate skills, while employers are facing an aging and shrinking workforce pool.

Jefferson State Community College is working with business and industry as a licensed service center for American College Testing's WorkKeys program. Together, Jefferson State and WorkKeys are helping to bridge the skills gap -- the gap between skills needed to effectively perform a job and skills possessed by the employee/prospective employee.

The WorkKeys system is designed to provide accurate and dependable information for individuals, educators, employers, labor organizations, and policymakers making employment decisions.

"By establishing a common language among these audi-

ences, the WorkKeys system permits a direct comparison of the skills needed for a job with the skills a potential employee currently possesses," said Jim Pace, director of WorkKeys. "This ensures informed hiring decisions and well-targeted instruction by trainers and educators."

A business that implements all or part of the WorkKeys system can reap several long-term benefits, including:

- Increased profits
- Effective applicant screening
- Standardized skill sets for specific jobs
- Documented employee skill sets
- Decreased turnover
- Increased employee productivity
- Customized training.

WorkKeys is the first national system that enables all concerned to coordinate the efforts to improve the quality of the United States workforce.

Shelton State begins new building construction trades program

Shelton State announces the development of a new program in building construction trades.

This fall the college is offering Introduction to Construction, which will include home building, blue print reading, site development and carpentry. The program runs four days a week from 8 a.m. until 4:30 p.m. under the direction

of instructor David Sanders, who retired last spring after 27 years as building superintendent with Dunn Construction Company.

In a newly-formed partnership between Shelton and the Alabama Department of Human Resources, welfare-to-work recipients will enter a short six-week course that will teach them vari-

ous construction skills such as caulking, sheet rock prep and painting. People with these skills can do punch-out or minor touch-up work at the end of a construction job, Sanders said. With these types of jobs paying \$7.50 to \$12 an hour, the college hopes that persons working at minimum wage will have the opportunity to rise above poverty level.

Welfare grant to provide training

Welfare recipients in the Jefferson County area can benefit from a new \$4.9 million welfare-to-work grant from the U.S. Department of Labor Employment and Training Administration. The grant was one of 49 welfare-to-work competitive grants announced by President Clinton that will bring together private industry councils, community colleges and employers to address the employment and post-employment training needs of welfare recipients in urban, suburban and rural areas.

The Birmingham Area Private Industry Council (PIC) and Lawson State Community College were nationally selected as one of ten PIC/community colleges to implement the High Performance Integrated Work and Learning Project for New Workers. The Birmingham PIC will oversee the entire delivery process and Lawson State will provide intensive educational counseling to program participants. The project, designed to upgrade entry level skills, promote continuous learning, and assist participants in qualifying for promotions, will provide post-employment occupational and basic skills training for recipients using state-of-the-art interactive computer technology.

Close to 200 welfare recipients will participate in an 18-month project to eliminate barriers to employment and help participants retain jobs. Those completing training will not only have the increased possibilities for advancement and self-sufficiency, but also gain exposure to the educational environment.

The National Association of Private Industry Council (NAPIC) in collaboration with the American Association of Community Colleges (AACC) and Instructional Systems, Inc. sponsors the project.

Gadsden State names new dean



Crowe

Dr. Brenda S. Crowe has been named to a new position at Gadsden State Community College, Dean of Institutional Advancement and Community Services. Crowe has served as an English instructor since 1981.

She holds a B.A. in English and Spanish, B.S. and M.A. in English, all from Jacksonville State University. She earned the Ph.D. in English from the University of Alabama in 1992.

Dr. Crowe has been active in grants preparation for the college since 1992 when funding was secured for establishing the Arledge Center for Adult Learners. She was instrumental in assisting Gadsden State's Valley Street Campus to gain recognition as one of the nation's Historically Black Colleges and Universities.

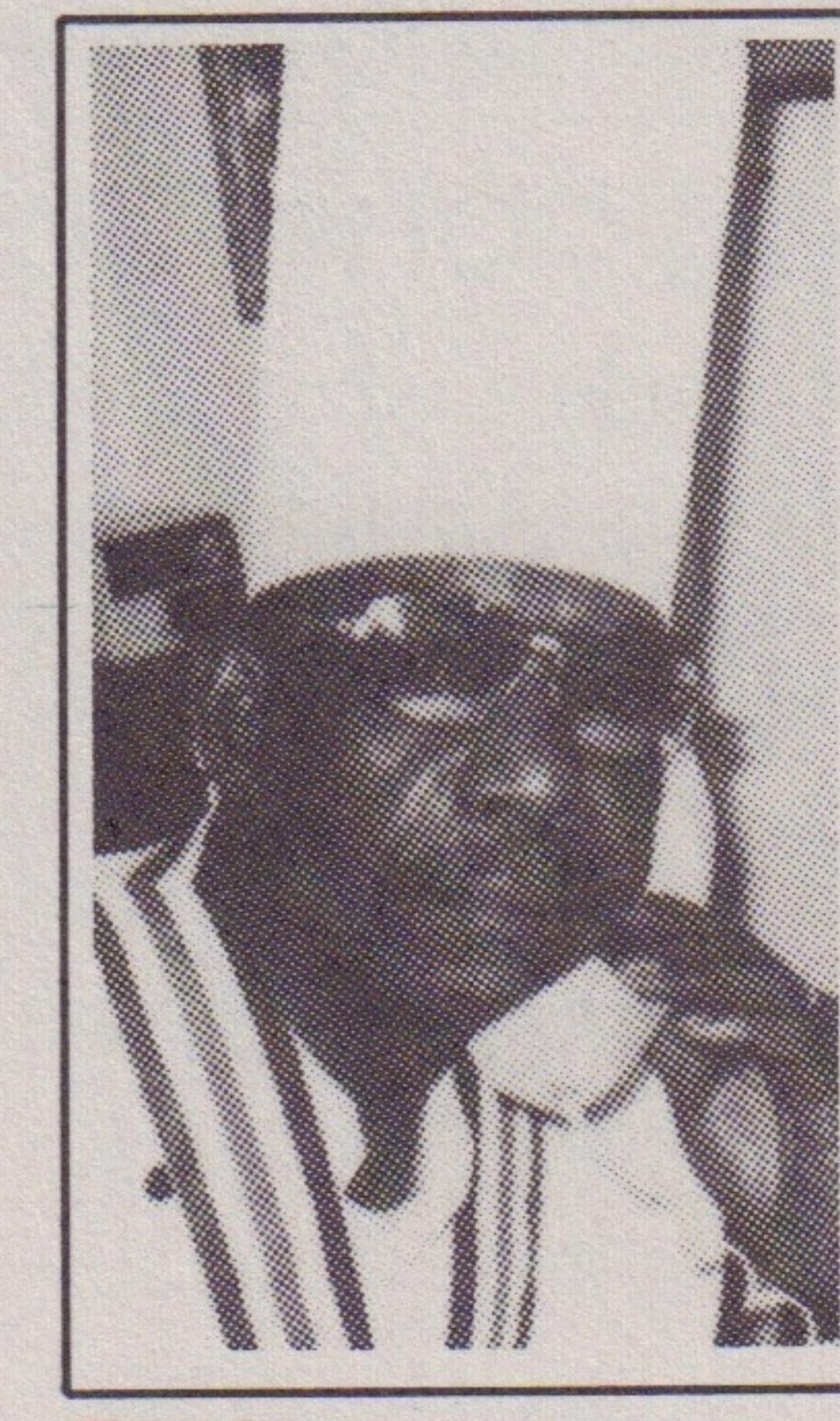
Bessemer administrators named fellows

Bessemer State Technical College's Cynthia Anthony and Charles Murray were recently selected for one-year professional development fellowships.

Anthony is one of 30 educators selected to participate in the 1998-99 Mississippi Community College Fellowship Program. The assembly is organized and sponsored by Mississippi State University's educational leadership department. The Phil Hardin Foundation of Meridian, the Mississippi Board for Community and Junior Colleges and the participating community colleges provide program support.

Anthony, who is assistant dean of students at Bessemer Tech, is one of only three Alabamians selected for the fellowship program.

Murray, assistant dean of instruction at Bessemer Tech, is one of 20 Kellogg Fellows. The fellowship project is supported by a \$1.5 million three-year continuation grant from the W.K. Kellogg Foundation to prepare community college educators for key decision-making positions in community colleges. A national selection committee of leading community college educators reviewed applications and selected the finalists for the fellowships.



Ezell

Ezell receives service pin

Chef Levi Ezell, a commercial food instructor at Bishop State Community College, is the recipient of a service award pin by the American Academy of Chefs.

"For your efforts, contributions and dedication you have put forth, we commend you because you reflect a positive image of the Academy," said Bert P. Cutino, chairman of the Academy's Honor Society in St. Augustine, Fla. "This honor by your peers is most deserved."

Ezell, an award-winning Master Chef, has been a college instructor since 1972.

Bevill professionals selected for leadership program

Three members of the Bevill State Community College professional staff recently began a year-long program aimed at training community college leaders for the 21st century.

Marthanee Brown, Wanda Cook, and Dr. Betsy Lavanna were among 28 fellows selected to make up the fourth class of the Mississippi Community College Fellowship Program, which began with a six-day workshop held at Camp Tiak-O'Khata in July.

During the workshop participants were involved in numerous activities to create a community among the fellows. Participants were also involved in a variety of work sessions and will be completing projects throughout the year.

Under the leadership of Dr. Ned Lovell of the Department of Education at Mississippi State University, the program is designed to facilitate the networking and mutual learning of community college leaders throughout the region.

Bevill State President Dr. Harold Wade has been invited to be a member of the faculty for next year's class.

Employee attends IBM school

Frank Barefield of Sparks State Technical College attended the IBM Corporation's AS/400 Partners in Education Summer School in early August. This workshop was sponsored by AS/400 Magazine and was designed especially for postsecondary educators. Barefield is the instructor for the computer information system programs at Sparks, serves as the college's director of management information systems and as chair of the Business Systems Technology department.

The two-week workshop was offered at no charge with the goal of providing a good understanding on which instructors can build to design courses in AS/400 programming.

Vet tech program accredited

The American Veterinary Medical Association (AVMA) has awarded the Snead State Community College vet tech department full accreditation through Dec. 31, 2000. Snead offers the only two-year degree in veterinary technology in the state of Alabama.

Last year, 100 percent of Snead's students taking the State Board Exam passed on the first attempt. "For every student we graduate, there are two or three jobs waiting," said Dr. Glenn Sexton, director of Snead's veterinary technology program. "The assurance of employment adds to the student's determination to complete the extensive training."



Krudop accepts instructional award from Dr. Nancy Chandler, president, Alabama College System Instructional Officers Association

Krudop receives awards

Dr. Jim Krudop, dean of Lurleen B. Wallace Junior College, received the Outstanding Financial Manager award from the Alabama College System Financial Management Association at a banquet held in June.

In addition, Krudop received the Outstanding Instructional Officer award from the Alabama College System Instructional Officers Association in July.

Krudop, a past president of the Financial Management Association, said he has served the association in many capacities, but that he considers the recent award to be the highlight of his professional career. The awards, he said, were especially meaningful to him because they came from other educators.

"Their selection (of me) is particularly gratifying because it is a selection by peers who know and appreciate the work we do," Krudop said.

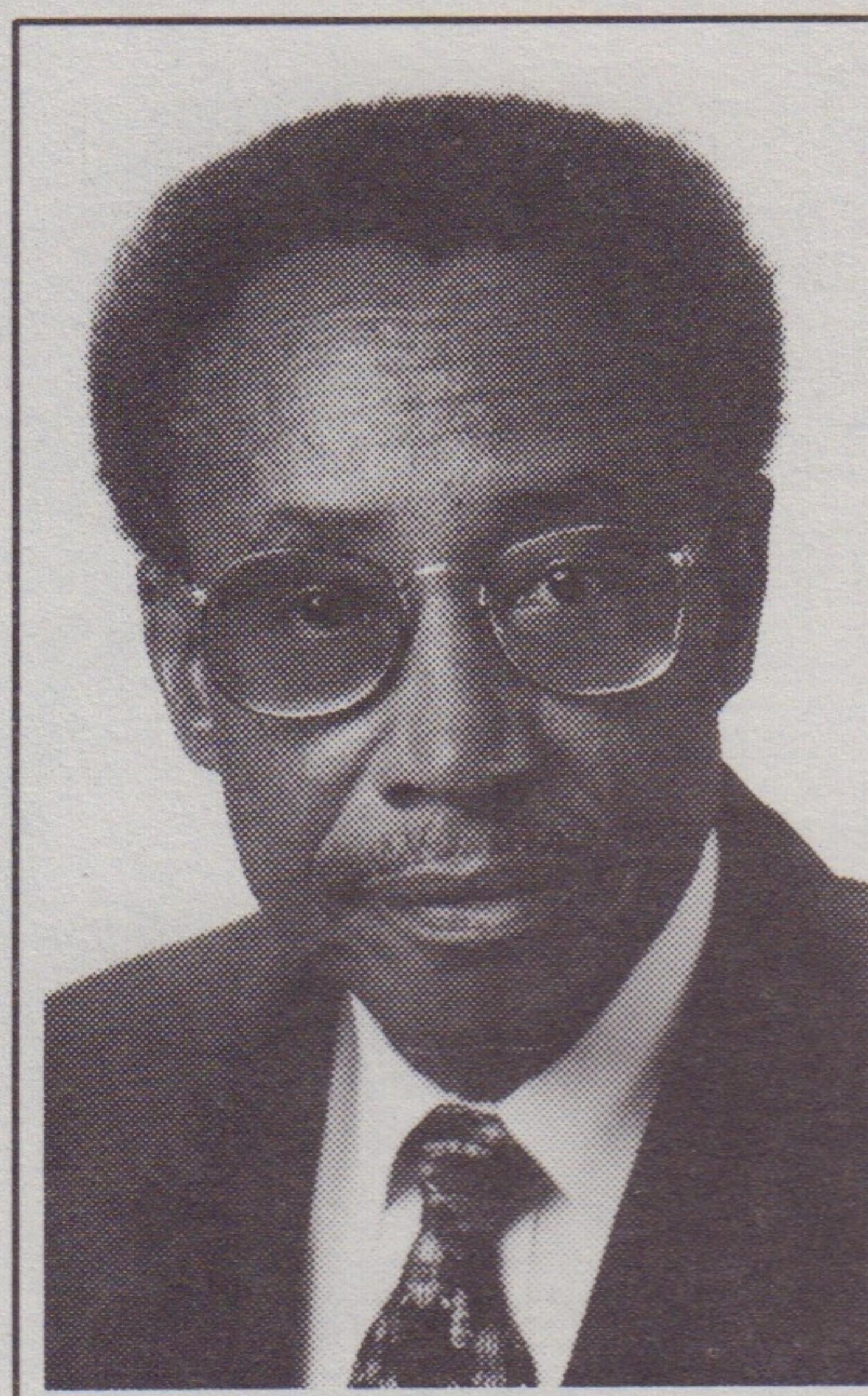
"It was a wonderful surprise and I am humbled and honored ... it is a major excitement for me."

Trenholm State mourns death of Dr. Leroy Bell, Jr.

Dr. Leroy Bell, Jr., interim president of H. Councill Trenholm State Technical College died on June 20, 1998 after a brief illness. Bell was appointed to this position by Dr. Fred Gainous, chancellor, Alabama Department of Postsecondary Education, on Feb. 6, 1996.

Under his leadership at Trenholm State, the college's Library Tower of Learning, a four-story, state-of-the-art facility housing three academic programs, two departments and a two-floor library, was accomplished. In addition, a newly automated phone system was installed and the college was able to purchase an AS400 computer system. Bell also integrated the office of financial aid and the registrar's office to create a more student-friendly environment. He is credited throughout the campus for his use of and belief in the phrase "Our students are our most precious assets."

Bell received his early education in the Birmingham public schools. He completed his undergraduate studies at Ala-



Bell

bama State University and received his master's degree and doctor of philosophy from the University of Alabama with a concentration in educational administration, higher education, educational planning, curriculum research and development, and statistics.

He taught in public schools in both Shelby County and Birmingham; was a professor of education and served as dean of graduate studies at Alabama State University; and worked as chairman of the Department of Education and as academic dean at Talladega College.

He was an avid amateur radio operator, an accredited volunteer license examiner and a member of the American Radio Relay League. He also was a member of Alpha Phi Alpha fraternity, Rotary International and several professional associations. Bell was author of numerous published works.

He is survived by his wife of 41 years, Dr. Katie R. Bell, and four daughters.

Gadsden State's first president remembered by colleagues

Robert Wayne Howard, first president of Gadsden State Community College, died July 22, 1998.

Howard was director of the Gadsden School of Trades before it became the Alabama Technical College, when he was named president. In 1985, Alabama Technical College, Gadsden State Technical Institute and Gadsden State Junior College merged to form Gadsden State Community College; Howard was selected as president for the merged institution. He retired as president of GSCC in 1988.

"He was an excellent educator and an even better person," said Cliff Osborn, dean of academic and student services at GSCC, in an interview with a local news reporter.

Howard earned a B.A. degree at Auburn University and an M.A. degree at Jacksonville University. He received an honorary doctorate at Jacksonville in 1986.

He was employed by the Alabama Department of Rehabilitation for ten years before being named director of the



Howard

Gadsden School of Trades.

Howard was president of the Board of Directors of the Teachers' Credit Union.

He was a veteran, having served in the U.S. Army in 1951 and 1952. He was honored as a distinguished Dekalb County native at the annual meeting of Landmarks of Dekalb County, Inc. He was a member of the Gadsden First Presbyterian Church.

Gadsden State colleagues referred to him as a visionary, giving him credit for the ideas and structure for the Bevill Center at Gadsden State.

Howard was preceded in death by his infant daughter; a brother, Max J. Howard; his father, Jesse J. Howard; and his mother, Pearl Luther Howard.

He is survived by his wife, Margie Brown Howard; his son and daughter-in-law, Mark and Brandi Howard; his brother and sister-in-law, Kenneth and Jeanne Howard; his sister-in-law, Elizabeth Howard, three nephews, one niece and two grandnieces.